



1150 North First Street, Suite 101
San Jose, CA 95112

March 6, 2011

VIA EMAIL and HAND DELIVERY

Alex Gurza, Director
CITY OF SAN JOSE
Office of Employee Relations
200 East Santa Clara Street
San Jose, CA 95113

Re: MEF & CEO Employee Compensation

Dear Alex,

I am in receipt of your correspondence dated March 4, 2011 and have some questions pertaining to the information you provided therein for CEO employees.

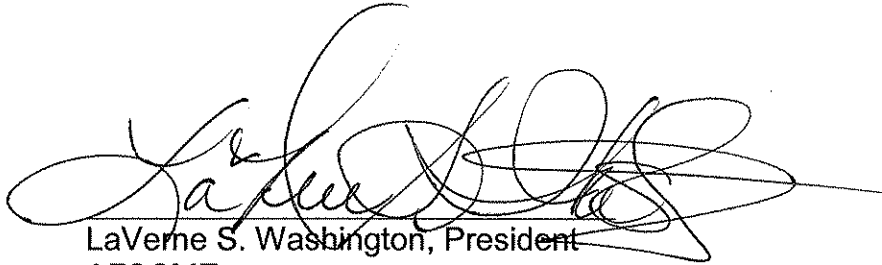
In your correspondence you divided the employee compensation for the "Top Ten Earners" into five (5) categories, including job title, base pay, overtime, "other cash compensation" and "total compensation". Please provide me an explanation of what is included in the category "other cash compensation".

I also noted that CEO's top earner was an Administrative Assistant who was compensated \$33,651 in overtime, which was a little over 47% of this employee's base salary and approximately 657 additional work hours. I am personally shocked at the amount of overtime allotted to this one individual. There appears to be a staffing or other issue in the department where this employee works to require 657 hours of overtime. Please provide me with the Department, Manager and Supervisor where this employee worked the overtime hours. It seems this department's staffing is ripe for review.

I also noted that you identified an Analyst II as the sixth highest paid CEO employee. This Analyst has a base pay of \$96,082. This is almost \$10,000 above the base salary of the highest paid Analyst II pursuant to the Salary Schedule in the Memorandum of Agreement between the Confidential Employees' Organization and the City of San Jose. Please explain the reason this Analyst has been paid such a high base salary above and beyond the contract terms. If this requires an adjustment to any of the tables included in your March 4, 2011 correspondence, please provide me with a more accurate tables .

I am also requesting written correspondence delineating the compensation for CEO's lowest ten (10) employees divided in the categories you provided for the top ten. In addition, please provide me with all CEO employees who received overtime pay for the 2010 calendar year utilizing the categories/fields/delineations utilized in the tables included in your March 4, 2011 correspondence.

Thank you for your assistance with this request. I look forward to your prompt response.

A large, stylized handwritten signature in black ink, appearing to read 'LaVerne S. Washington', is written over a horizontal line.

LaVerne S. Washington, President
AFSCME
Confidential Employees' Organization